

RIGHTS, PRIVILEGES AND BENEFITS OF AGENCY PERSONNEL
WHICH ARE GENERALLY GRANTED TO PERSONNEL BY OTHER U. S. GOVERNMENT AGENCIES
27 September 1966

Schedule 1

Types of Rights, Privileges and Benefits

Authority

Remarks

1. PAY:

a. STAFF EMPLOYEES AND STAFF AGENTS:

- (1) Basic compensation for 40 hour
workweek

Pay rates and occupational cate-
gories based on the Classification
Act of 1949, as amended. Adopted
by authority of DCI (HR [REDACTED])

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- (2) Night differential

Same as above

- (3) Hazardous height pay

Same as above

- (4) Holiday pay

Same as above

- (5) Sunday premium pay

Same as above

- (6) Limitation on aggregate compensa-
tion

Same as above

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- (7) Overtime (See Remarks)

Same as above

- (8) Premium pay in the form of a
percentage (not in excess of 15
percent) of basic compensation
in lieu of overtime for adminis-
tratively uncontrollable work
which requires substantial amounts
of irregular, unscheduled overtime
duty which cannot be predetermined.

Payments based on Classification
Act of 1949 and FPM Supplement
990-2, Book 550-14, SI-7.

SECRET

Schedule 1

Types of Rights, Privileges and Benefits

Authority

Remarks

1. PAY (Cont'd):

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a. STAFF EMPLOYEES AND STAFF AGENTS
(Cont'd):

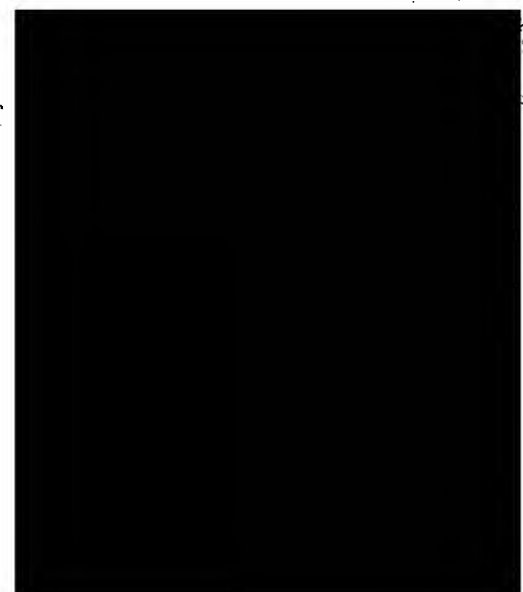
- (9) Separation compensation when separated as surplus personnel. Computation of pay dependent upon basic factors of employment as provided by law, but see Remarks.

P.L. 89-301, approved 29 October 1965

b. CONTRACT EMPLOYEES - U.S. CITIZENS
AND RESIDENT ALIENS:

Contracts set forth all terms. Pay normally consistent with that of Staff Employees and Staff Agents as set forth in paragraph 1a above.
(See Remarks)

Classification Act of 1949, as amended, and HB [REDACTED]



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c. WAGE ADMINISTRATION:

Applies to those employed under "prevailing wage" positions, such as printing services employees.

Pay and wage schedules adopted from other U. S. Government agencies (HR [REDACTED])

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SECRET

Schedule 1

Types of Rights, Privileges and Benefits

Authority

Remarks

2. ALLOWANCES:

a. QUARTERS:

(1) Quarters allowances are granted to cover most of the cost of temporary or permanent residence quarters of overseas personnel.

HR [REDACTED]
Based upon schedules in Standardized Regulations (Government Civilians, Foreign Areas)

P.L. 88-459, Executive Order 11184 and Bureau of the Budget Circular A-45

b. POST:

Granted at a foreign post where the cost of living exclusive of quarters costs, is substantially higher than Washington, D. C.

Same as 2a(1) above

c. SUPPLEMENTARY POST:

For defraying extraordinary subsistence costs while occupying temporary quarters upon first arrival at a foreign post.

Same as 2a(1) above

d. FOREIGN TRANSFER:

For extraordinary and necessary expenses incident to the establishment of residence at a foreign post.

Same as 2a(1) above

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Schedule 1

Types of Rights, Privileges and Benefits

Authority

Remarks

2. ALLOWANCES (Cont'd):

e. HOME SERVICE TRANSFER:

For extraordinary and necessary expenses incident to establishment of residence at a post in the U. S. between foreign post assignments.

HR [REDACTED]
Based upon schedules in Standardized Regulations (Government Civilians, Foreign Areas)

f. SEPARATE MAINTENANCE:

To assist an employee who is compelled by reason of dangerous or unhealthful conditions at his post, and at the convenience of the Government, to maintain his family elsewhere than at his foreign post of assignment for 90 days or more.

Same as above

g. EDUCATION:

For extraordinary expenses (including transportation) incurred by reason of assignment to a foreign post for providing adequate elementary and secondary education for his dependents.

Same as above

h. EDUCATIONAL TRAVEL:

For dependent's travel to and from a school in the U. S. for secondary education (in lieu of an education allowance) and for college education.

Same as above

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Types of Rights, Privileges and Benefits

SECRET

Authority

Schedule 1

Remarks

2. ALLOWANCES (Cont'd):

i. REPRESENTATION:

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To cover "allowable" expenditures for the purpose of furthering abroad the interests of the United States.

HR [REDACTED] (Based upon S. R. (GCFA))

j. POST DIFFERENTIAL:

Established as an inducement to accept and remain at hardship posts where the environment differs substantially from the U. S.

HR [REDACTED]
Based upon S. R. (GCFA) and Federal Personnel Manual

k. PAYMENTS DURING EVACUATION:

Provides for payment of compensation, post differential, and allowances in event of emergency evacuation. Specific benefits are subject to prior approval by the DDS.

Same as above

1. COST OF LIVING:

An allowance granted to personnel at a foreign post where the cost of living is substantially higher than Washington, D. C.

HR [REDACTED]
Based upon S. R. (GCFA) and Federal Personnel Manual

NOTE:

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Types of Rights, Privileges and Benefits

Authority

Schedule 1

Remarks

3. TRAVEL (Cont'd):

d. ADVANCE RETURN OF DEPENDENTS TO
U.S. FOR SCHOOLING:

Reimbursement of travel expenses of
employees' dependents returning to
U.S. for schooling generally con-
forms to that granted to foreign
service personnel by other Government
agencies, [REDACTED]

1 FSM III, 125.12e

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4. OTHER BENEFITS:

a. LEAVE:

- (1) Staff personnel and certain other personnel are granted annual, sick, home and other leave benefits as provided by law Annual and Sick Leave Act of 1951 and HR [REDACTED]

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SECRET

Schedule 1

Types of Rights, Privileges and Benefits

Authority

Remarks

4. OTHER BENEFITS (Cont'd):

b. RETIREMENT BENEFITS:

Agency employees are covered by either of the following retirement plans according to the nature and duration of employment category

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- (1) Civil Service Retirement and Disability System

Civil Service Retirement Act and HR [REDACTED]

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- (2) Social Security

The social security benefits apply to all Agency personnel not eligible for Civil Service Retirement

Social Security Act of 1935 and HR [REDACTED]

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c. INSURANCE:

- (1) Life Insurance (FEGLI):

Coverage extended to all regularly employed staff employees and staff agents

Federal Employees Group Life Insurance Act of 1954 and HR [REDACTED]

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25X1A

SECRET

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Schedule 1

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Authority

Remarks

4. OTHER BENEFITS (Cont'd):

c. INSURANCE (Cont'd):

(2) Health Insurance:

Coverage extended to all staff personnel

Federal Employees' Health Benefits Act of 1959 and

Same as above

d. COMPENSATION BENEFITS:

The benefits of compensation in case of illness, injury or death related to work are extended to all Agency personnel

Federal Employees' Compensation Act and HR

e. UNEMPLOYMENT COMPENSATION:

Staff personnel are eligible for the unemployment compensation program for Federal civilian employees

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f. TRAINING:

Agency-sponsored training of employees, when desirable in the public interest, is authorized at internal and external training facilities to supplement self-education, self-improvement and self-training, subject to provisions of the Government Employees Training Act of 1958

Government Employees Training Act of 1958 and HR

See paragraph 4h of Schedule 2.

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